

PHIP
Workforce Development Committee
October 2004 Update

Everybody Counts/Enumeration: Phase 2 Analysis is planned for Fall 2004. The analysis will focus on:

- Recommendations of WFD committee (E.g. Cross tab functions with those who indicate they will be leaving within 5 years)
- Cross tabulation of job title information with job functions and education
- Comparison with the ASTHO Report: *State Public Health Worker Shortage Report*

Next Steps:

- Pull together subcommittee in September to prioritize focus areas for Phase 2 Data Analysis
- Pull together analysis in report form
- Distribute information

Learning Management System (LMS): *GeoLearning* has been selected as the vendor and a contract has been signed with WA Dept of Personnel (DOP). We will be using the existing contract that DOP has with Geo. In addition to DOP, the federal DHHS folks also have selected Geo as their internal LMS provider. Wendy Holden is now managing the project implementation process. Next Steps:

- Recruit a work group to create an implementation plan using a phasing in process
- Create communications plan to keep the leadership and the workforce informed
- Sign a contract with DOP and Geo

Training/Performance Improvement Plan:

Plan Development continues to be defined and developed based on priorities determined by the WFD committee. The priorities are based on an analysis of data from the:

- Standards for Public Health in Washington State Baseline Analysis
- Thurston County Public Health Ready Needs Assessment
- Public Health Emergency Preparedness and Response (PHEPR) Capacity Assessment
- Top-Off Report

The priority areas for improvement are in 2 PHIP competency domains:

- Results Based Accountability which includes: *Program Evaluation* and *Strategic Plan Development*
- New Coalitions and Alliances which includes *Community Mobilization*

Next Steps:

Clearly defining the scope, learning strategies, responsibility, resources, and timeframes for each topical area

Align this PHIP plan with the PHEPR State Training Plan which is expected to be done by 9/30/04

Begin plan implementation in 1/05

Program Evaluation Pilot Project The purpose of this project is to create and test a model that identifies and addresses factors more likely to sustain program evaluation capacity and organizational performance over time. The project scope, plan and funding have been defined. Theresa Fuller/ Dorothy Gist from Health Promotion will manage the project working with a small advisory group of DOH and LHJ staff, until September. The project is a partnership with the UW NWCPHP, DOH and the Group Health Community Foundation (GHCF) Jack Thompson from UW NWCPHP and Allen Cheadle from GHCF are the key contacts.

Training will be one method to improve performance that is included in the model along with pre-training and post training consultation. Measures of success will be defined and tracked among 4 pilot organizations. One of the organizations includes DOH (Office of Health Promotion) and the other three will be local health jurisdictions (Cowlitz, Kittitas, Thurston).

Next Steps:

- By 9/30/04 recruit and identify all pilot organizations
- By 10/15 conduct pre training interviews with the 4 organizations and those that have been successful in implementing and sustaining program evaluation capacity
- By 11/1 conduct training
- By 12/30/04, begin follow up interviews
- By June 05, use measures of success to determine successful capacity building and write up template for use with other public health topics.

Public Health Orientation The purpose of this project is to update the content for the existing orientations for public health officials and work with the Local Health Assessment Coordinators to create an orientation for staff working on local community assessment. The current Environmental Health Directors Orientation that was done independently from the other public health officials will also be updated re-formatted into the existing template. Carol Oliver is working with a small advisory group with DOH and LHJ staff to complete this work.

Competencies have been defined for the various roles (e.g. Local Health Officer, Public Health Nursing Director etc) with core competencies defined that cut across all roles. A draft self-assessment has been created and an organizing framework has been developed to use for the content. A prototype of the format for the on-line presentation of this material has been reviewed and will be used for hosting the materials.

Next Steps:

- Update and organize content
- Migrate existing on-line format to the new one where necessary.
- Work with Environmental Health to incorporate additional orientation activities into their process (e.g. mentoring)
- Transition to the LMS